


UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 03-CA-293906	Date Filed 4/13/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Hamilton College	b. Tel. No. 315-218-8356
	c. Cell No. 315-569-4848
	f. Fax No. 315-218-8100
d. Address (Street, city, state, and ZIP code) 198 College Hill Road Clinton, NY 13323	e. Employer Representative Mr. Raymond Pascucci, Esq., BSK PLLC One Lincoln Center 110 West Fayette St. Syracuse, NY 13202
	g. e-mail rpascucci@bsk.com
	h. Number of workers employed approx. 63
i. Type of Establishment (factory, mine, wholesaler, etc.) College	j. Identify principal product or service College/Institution of Higher Learning
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) See Attached.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) United Food and Commercial Workers District Union Local One	
4a. Address (Street and number, city, state, and ZIP code) 5911 Airport Road Oriskany, NY 13424	4b. Tel. No. 315-797-9600
	4c. Cell No. 315-618-7233
	4d. Fax No. 315-793-1182
	4e. e-mail rsmith@ufcwone.org
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) UNITED FOOD AND COMMERCIAL WORKERS INTERNATIONAL UNION DISTRICT UNION LOCAL ONE, AFL-CIO, CLC	
6. DECLARATION	
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
 (signature of representative or person making charge)	Robert E. Smith, Esq., General Counsel (Print/type name and title or office, if any)
5911 Airport Road, Oriskany, NY 13424 Address	4/13/22 Date
	Tel. No. 315-797-9600
	Office, if any, Cell No. 518-618-7233
	Fax No. 315-797-1182
	e-mail rsmith@ufcwone.org

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
Form NLRB-501- CHARGE AGAINST EMPLOYER
Question 2: "Basis of the Charge":


At all times relevant hereto, the United Food and Commercial Workers District Union Local One ("Local One") a labor organization, has been the exclusive bargaining representative of employees in an appropriate bargaining unit in accordance with Section 9(a) of the National Labor Relations Act ("the Act").

Within the last six months, Hamilton College by its officers, agents and representatives has violated the Act by refusing to bargain in good faith with Local One. Specifically, Hamilton College has delayed bargaining for a first contract with Local One by insisting that negotiations take place in person on its premises and by refusing to meet if even a single member of Local One's bargaining committee must attend via remote platform. Hamilton College has further violated the Act by unilaterally cancelling and walking out of a scheduled negotiation meeting on April 8, 2022, without providing a legitimate, good faith explanation for its conduct.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
3-CB-294228	April 19, 2022

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name United Food and Commercial Workers District Union Local One		b. Union Representative to contact Robert E Smith Esq. Title: General Counsel	
c. Address (Street, city, state, and ZIP code) 5911 Airport Road NY Oriskany 13424		d. Tel. No. (315) 797-9600	e. Cell No. (518) 618-7233
		f. Fax No.	g. e-Mail rsmith@ufcwone.org
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) (3) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) --See additional page--			
3. Name of Employer Hamilton College		4a. Tel. No. (315) 859-4301	b. Cell No.
		c. Fax No.	d. e-Mail sstemkos@hamilton.edu
5. Location of plant involved (street, city, state and ZIP code) 198 College Hill Road NY Clinton 13323			6. Employer representative to contact Stephen Stemkoski
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product or service	9. Number of workers employed	
10. Full name of party filing charge Stephen Stemkoski Hamilton College		11a. Tel. No. (315) 859-4301	b. Cell No.
		c. Fax No.	d. e-Mail sstemkos@hamilton.edu
11. Address of party filing charge (street, city, state and ZIP code.) 198 College Hill Road NY Clinton 13323			
12. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief..  (signature of representative or person making charge)		Raymond J Pascucci Esq. (Print/type name and title or office, if any)	
One Lincoln Center Syracuse NY 13202 Address		Tel. No. (315) 218-8356	
		Cell No. (315) 569-4848	
		Fax No.	
		e-Mail rpascucci@bsk.com	
		(date) 04/19/2022 07:22:15 AM	

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Basis of the Charge

8(b)(3)

Within the previous six months, the above-named labor organization has failed and refused to bargain in good faith with the employer.